

SIPF



PROCEDURE FOR THE RESOLUTION OF DISPUTES

WHO IS THIS FACTSHEET FOR?

This factsheet is for members of the Shell International Pension Fund (SIPF) who want to make a formal complaint about a decision that has been made in relation to their pension, or about the service that they have received from the Trustee.

BACKGROUND

The Shell Trust (Bermuda) Limited (the Trustee) has approved the following procedure for resolving disagreements that may arise between itself and any actual or potential beneficiaries of the SIPF.

DISPUTES COVERED BY THE PROCEDURE

This procedure relates to matters for which the Trustee is directly responsible. If the complaint relates to a matter which is at the Employing Company's discretion, it must be referred back to the Employing Company. The types of benefit which are at the Employing Company's discretion are the granting of early pensions, incapacity pensions or death in service payments.

Complaints may be lodged under the procedure by:

- any employed member, pensioner or deferred pensioner of the SIPF;
- any employee who is potentially a member of the SIPF;
- any qualifying spouse/dependant of former member;
- anyone who ceased to be in one of the above categories in the previous six months.

A complaint may be made by someone who is nominated by the complainant to act on their behalf. If a complainant is incapable of acting for themselves, the complaint may be made by their personal representative.

The procedure does not cover complaints in respect of former members, who have transferred their benefits from the SIPF more than six months before, or where proceedings have begun in a court or a tribunal.

THE INTERNAL DISPUTE RESOLUTION PROCEDURE (IDRP)

All complaints must be made in writing on a "Notice of Complaint" form and returned to the Pensions Manager UK who has been nominated by the Trustee to investigate any complaints. The Pensions Manager UK will respond within two months with either a decision or reasons for any delay and an estimated date for the decision to be provided. The response will set out the basis of the Pensions Manager UK's decision, with reference to the appropriate Regulations of the Fund or legislative requirements.

If the complainant is dissatisfied with the decision, they must write within six months to the Chairman of Shell Trust (Bermuda) Limited, giving details of the original complaint and an explanation of why they disagree with the decision made.

The matter will then be considered on behalf of the Trustee by a Committee which shall consist of two trustee directors and which may consist of a different director or different directors on any occasion on which it acts. Within two months, the complainant will receive a response with either the Trustee's decision or reasons for any delay and an estimated date for the decision to be provided.

Details of all formal complaints and the decisions of the Pensions Manager UK and Committees of the Trustee are reported to the full Trustee Board.

CONTACT DETAILS

To request a Notice of Complaint form.

Email: SI-UK-TSU-London@shell.com

Write to: Trustee Services Unit, Shell International Limited, Shell Centre, London, SE1 7NA

To contact the Chairman of Shell Trust (Bermuda) Limited.

Email: SI-UK-TSU-London@shell.com

Write to: Secretary to the Trustee Board, Shell Trust (Bermuda) Limited, 3rd Floor, Continental Building, 25 Church Street, Hamilton HM 12, Bermuda.